



# Army Acquisition Training with Industry Welcome and Overview

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**Acquisition Education and Training**

**Branch Chief**

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# Agenda



- TWI – Revitalized Acquisition Portfolio and Purpose
- What to Expect Today
- Roles and Responsibilities
- Program Requirements
- Travel Funding and Procedure



### Training With Industry

Take your Army Acquisition Corps career to the next level by learning industry best practices. Ten months of your career will last a lifetime!

Training With Industry (TWI) develops Army Acquisition Officers (Majors/04s) using higher level managerial techniques through industry best practices. Participants then directly apply these practices to improve their follow-on acquisition programs.



*"I participated in TWI as a Captain, and it has certainly helped me throughout my career. I see TWI as an incredibly powerful broadening assignment. The experience a young officer gains from going out and working with industry up front and early is invaluable."*

- LTG William N. Phillips  
Principal Military Deputy to the ASA(ALT)/  
Director, Acquisition Career Management

**PARTICIPATING FY12 COMPANIES**



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Majors or Senior Captains, please contact your Assignment Officer at [https://www.hrc.army.mil/site/protect/branches/officer/FSI/Acquisition/Acquisition\\_Contact\\_Information.htm](https://www.hrc.army.mil/site/protect/branches/officer/FSI/Acquisition/Acquisition_Contact_Information.htm) for additional information on how to apply. You may also visit our Acquisition Training with Industry site here: <http://live.usasc.info/career-development/programs/aac-training-with-industry>.





# Training with Industry

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- **Mission:** Ensure our Training with Industry program portfolio provides our best Army Acquisition Officers with hands-on experience in top defense, information technology, and pioneering commercial companies.
- **Task:**
  - Garner best industry partners and cultivate long-term partnerships
  - Actively market and solicit the top AAC Officers to fill appropriate positions
  - Ensure assignments provide significant value and ROI to Army, individual Officer, and the Army Acquisition Corps
- **Purpose:** Actively experience industry best practices through one year assignments with leading industry partners in order to benchmark lessons learned and affect positive change in the Army Acquisition Corps.





# Why Invest So Much In TWI?



- Mutually beneficial relationship
- Top opportunity for our best officers to broaden their experience
- Improve Industry and Army communication – speak the same language





# What You Will Hear Today

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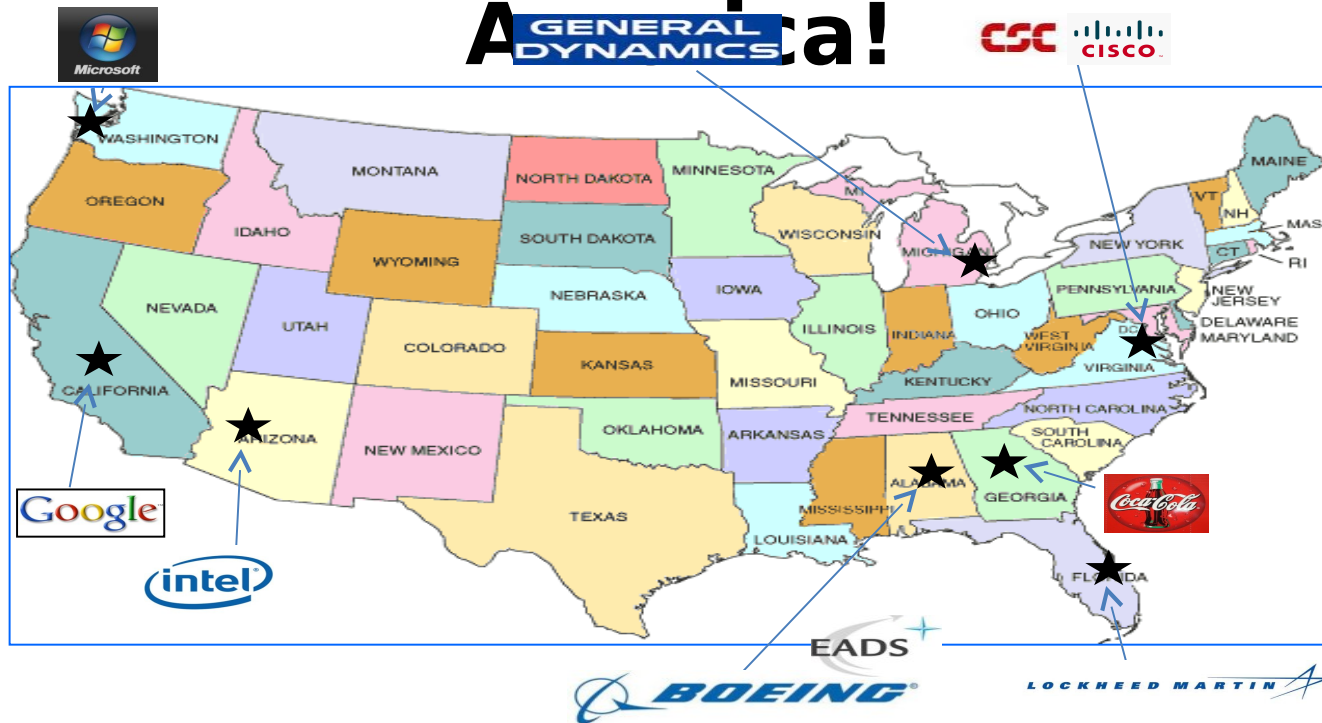
- Panel on Officer Development and TWI Post Utilization
- LTG Phillips' Perspective / Q&A
- Student Detachment (In/Out Processing/Leave)
- Tricare
- Industry Representatives Perspectives on Participation
- Ethics
- An outbound perspective – LTC Ford (EADS North America)





# 10 Companies Across

## America!



<b>Boeing</b>	Huntsville, AL	LTC Joey Smith
<b>Cisco (NEW FOR FY12)</b>	Herndon, VA	MAJ O'Neal Williams
<b>Computer Sciences Corporation</b>	Falls Church, VA	LTC Leonard Newman
<b>Coca-Cola (NEW FOR FY12)</b>	Atlanta, GA	MAJ Robert Adcock
<b>EADS North America</b>	Huntsville, AL	LTC Jay Ferreira
<b>General Dynamics Land Systems</b>	Sterling Heights, MI	MAJ Darin Reiling
<b>Google (NEW FOR FY12)</b>	Mountain View, CA	MAJ Matthew Bisswurm
<b>Intel (NEW FOR FY12)</b>	Chandler, AZ	MAJ Marshall Cooper
<b>Lockheed Martin Global Training and Logistics</b>	Orlando, FL	MAJ Jerry Mize





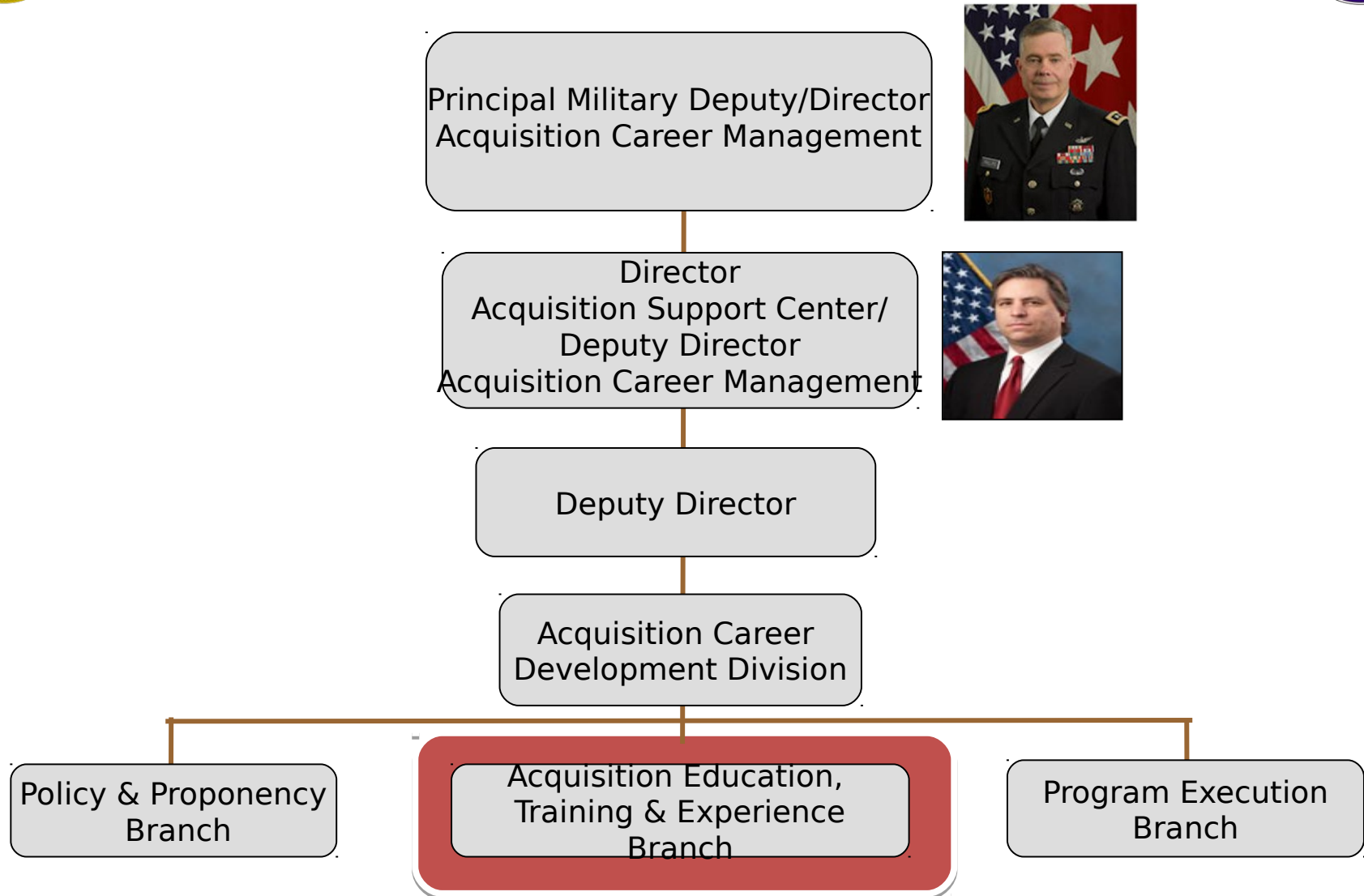
# Roles and Responsibilities

- **U.S. Army Human Resources Command (HRC):**
  - Serves as the overall administrative coordinator for the Army.
  - Establishes TWI personnel policies and procedures.
  - Distributes TWI Quotas.
  - Serves as the reviewer on all Academic Evaluation Reports for TWI participants.
- **Proponent:**
  - Serves as the training coordinator for the Army.
  - Serves as liaison between industry, the TWI student and HRC.
  - Initiates the establishment, and controls the execution of the student's training program.
  - Procedures: <http://usaascinfo.info/programs/aac-training-with-industry/>.
- **Industry:**
  - Develops training objectives, training plans and travel plans in coordination with proponent.
  - Fulfills obligations under the gratuitous agreement to include the completion of the Academic Evaluation Report.
- **Student Detachment:**
  - Responsible for personnel administration and pay related matters for all TWI students.
  - Provides copies of these forms to the Student.





# USAASC Organization





# Acquisition Education & Training Branch

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- Manage Education and Training of the Army Acquisition Workforce
- Communicate Acquisition Education and Training Opportunities to the AL&T Workforce
- Army DAU Forecasting and Quota Management/Liaison
- Program Funding, Manage, and Direct Policy for all MIL and CIV Acq Training
  - Advanced Civil Schooling & Training with Industry
  - Acquisition Tuition Assistance Program
  - School of Choice
  - Senior Service College Fellowship Program
  - Naval Post Graduate School – Distance Learning
  - Competitive Development Group/Army Acquisition Fellows
  - Federal Executive Institute
  - Executive Leadership Program
  - Acquisition Leadership Challenge Program





# AETE Branch Role in TWI



- Responsible for # of Acquisition Quotas
- Fund travel for Acquisition participants
  - DTS Hierarchy
- Individual Development Plan
  - IDP Hierarchy
- Responsible for management and collection of all required TWI officer documents
  - From TWI Handbook and ASC TWI Policy and Procedures
  - <http://usaascinfo.info/programs/aac-training-with-industry/>



## DEPARTMENT OF THE ARMY ADVANCED CIVIL SCHOOL (ACS) AND TRAINING WITH INDUSTRY (TWI) POLICY AND PROCEDURES

- 1. REFERENCES:** SEE APPENDIX A.
- 2. APPLICABILITY:** This policy and these procedures apply to all Active Component Functional Area S1 (FAS1) Army officers including the Reserve Component. Failure to comply will result in non-selection and/or removal from the program.
- 3. PURPOSE:** This document establishes the policy and procedures for application to the ACS and TWI programs and the selection of applicants for these programs.
- 4. RESPONSIBILITIES:**
  - a. The Deputy Director, Acquisition Career Management (DDACM):**
    - (1) Has oversight and control of the ACS and TWI policy and procedures.
    - (2) Is responsible for the development and management of the program and providing for the education, training, and career development of the Acquisition, Logistics, and Technology (ALST) workforce members.
    - (3) Is the final approval authority for military ALST workforce members selected to participate in ACS and TWI.
    - (4) Is the final approval authority for the ACS Program Order of Merit List (OML) and staffing of TWI offices.
  - b. U.S. Army Human Resources Command (HRC):**
    - (1) Is the overall administrative coordinator for the Army.
    - (2) Initiates requests for probulous agreements on all industries participating in the TWI program prior to the TWI participant reporting for training.
    - (3) Maintains the Army Educations Requirements System (AERS) and distributes TWI quotas.
  - c. The Acquisition Management Branch (AMB):**
    - (1) Announces availability of TWI opportunities via HRC's website at [https://www.hrc.army.mil/procurement/branches/officer/leaderdev/schools/applying\\_for\\_a\\_following\\_or\\_scholarship.htm](https://www.hrc.army.mil/procurement/branches/officer/leaderdev/schools/applying_for_a_following_or_scholarship.htm).





# Continuity Book



*MAINTAIN AN UP-TO-DATE CONTINUITY BOOK ON SITE*

INCLUDE (at a minimum):

- Copies of training plans and reports
- Information on military services in the area
- Listing of points of contact at the industry
- Items of interest in the area (i.e., schools, housing, etc.)

Requirement from  
HRC's TWI  
Handbook

***Set your follow-on TWI Officer up  
for success!***





# Contact Information Sheet



RANK/NAME:

SSN:

HOME ADDRESS:

HOME PHONE:

CELL PHONE:

WORK PHONE:

AKO E-MAIL ADDRESS:

TWI INDUSTRY NAME/LOCATION:

INDUSTRY POC/TITLE:

INDUSTRY POC PHONE:

Requirement from  
HRC's TWI  
Handbook

**\*\*E-mail the Contact Info Sheet to Mr. Joel Strout, HRC TWI Coordinator,  
and Ms. Uhura Smith, AAC TWI Manager, within 10 days of arrival  
at the TWI company\*\***





# Initial Training Plan

## FORMAT:

- Objectives: Include planned objectives for the entire period.
- Plan: List scheduled activities (with chronological dates if possible) to be conducted in support of your training objectives. Include any known trips necessary to accomplish the training.
- Self Study Program: Develop a self-study program to supplement the normal training program.

***\*\*Forward the Initial Training Plan to Ms. Uhura Smith,  
AAC TWI Manager within 30 days of arrival at the TWI company\*\****





# Interim Training Plan



- List each training objectives and activities you conducted in support of each objective.
- Forecast of activities for next period.
- Self-study activities accomplished and those planned for the next period.
- New or improved techniques observed that may have application within the Army.
- Recommendations for improving the program.

Requirement from  
HRC's TWI  
Handbook

***\*\*Forward the Interim Training Report to Ms. Uhura Smith,  
AAC TWI Manager, at mid point of the TWI tenure (O/A January)\*\****





# Final Training Report



- List each training objective and activities conducted since your interim report.
- Given the entire training period, indicate whether you felt you met the requirements of each training objective, by objective, and why or why not.
- Summarize the research papers and/or other documentation you prepared for the industry.
- List program benefits to the Army.
- List program benefits for you.
- Provide recommended improvements.

Requirement from  
HRC's TWI  
Handbook

This should be  
comprehensive and an  
actual report with an  
Executive Summary:  
<http://usaascinfo.info/programs/aac-training-with-industry/>

**NOTE: LTG Phillips will read these personally**

***\*\*Forward the Final Training Report to Ms. Uhura Smith,  
AAC TWI Manager, within 30 days of departing the TWI tenure\*\****





# DA Form 1059-1



Very  
Important

## Civilian Institution Academic Evaluation Report, DA Form 1059-1:

- Describes and evaluates the officer's performance while at TWI:
  - Leadership
  - Technical Expertise
  - Initiative
  - Working with Other
  - Potential for further training and education
- Include date of last PT test, height and weight info
- Signed by designated company official
- Entries on the form must be typed (except signature)
- Complete Sections I & II only; Section III is completed at HRC
- Filed in officer's official military records

Requirement from  
HRC's TWI  
Handbook

***\*\*Mail the DA Form 1059-1 to Mr. Joel Strout at HRC within 30 days  
of departing the TWI company\*\****





# Travel While in TWI

- Each person will have a budget
  - At least \$4K/year (flexible)
- Industry may fund Travel
  - Potential ethical issues
  - Restrictions that Ethics Officer will address later today
  - Different process for travel approval if Industry desires to fund
- Submit TDY requests to ASC
  - Use form on right (found on ASC's TWI website)
  - Submit as soon as TDY is confirmed
  - Include purpose of trip and estimated costs

Travel Paid by Non-Federal Source  
Request for TDY

(1) Name  
(2) SSN  
(3) Grade  
(4) Name of Program (TWI/ASC, etc)  
(5) Duty Location (Unit/Industry Name & City & State)  
(6) Phone Number  
(7) Approx # of TDY days  
(8) Estimated Cost of Airfare  
(9) What will the industry pay for (e.g. travel, lodging, meals)  
(10) What won't the industry pay for (e.g. travel, lodging, meals) and are you requesting Army funds  
(11) Sponsor of Event  
(12) Place of Departure (City & State & ZIP Code)  
(13) Airport flying out of  
(14) Proceed Date  
(15) Destination(s) (City & State & ZIP Code)  
(16) Airport flying into  
(17) Mode of Transportation (e.g. FLY, Driving, etc.)  
(18) If you fly, how will you purchase your ticket? (Use DD Form 1510 Fund Cite or Government Credit Card)  
(19) Purpose of TDY (fully explain purpose of TDY and relevance to your program)  
(20) Rental (Yes/No) (If yes, fully provide justification & estimated distance)  
(21) Complete email address  
(22) Do you have a Government Credit Card (Yes) or (No) (check one)  
(23) Is there a Conference/Registration Fee? If so, how much  
(24) Are you requesting leave in conjunction with this TDY? If so, what are the dates  
(25) Remarks (if any)  
(26) I have read and understand the following statement:  
"Payment of trip by non-Federal source is for attendance at a meeting, conference, seminar, speaking engagement, symposium, training course, or receipt of an award or honorary degree related to official duties. This authority does not permit acceptance of payments for promotional vendor training or other events in which the primary purpose is marketing the non-Federal source's products or services, or events required to carry out an agency's statutory and regulatory functions, such as legislative, public, site visits, or negotiations. In addition, the event need not be a widely attended gathering. Payment is for travel related to (1) training/education, (2) payment of leave, & (3) field (e.g. travel to home ground) need reservations. Travel is primarily for the benefit of the Government and not the organization paying for it. I further understand that 41 C.F.R. Section 101-116 prohibits solicitation of payment for these expenses."

\_\_\_\_\_  
(Typed name of student)  
\_\_\_\_\_  
(Signature of student/duty)





# Travel Using DTS



- Plan to use DTS for any TWI Travel
  - Notify me if you do not/will not have a CAC Reader
  - Will bring you under my hierarchy
  - Submit TDY requests NET 30 days prior
- All travel must include this statement:  
*\*\*Objective cannot be satisfactorily accomplished less expensively by correspondence, teleconferencing, web-based communications\*\**





# Points of Contact

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## AAC TRAINING WITH INDUSTRY MANAGER:

Ms. Uhura Smith, 703-805-1241, e-mail:  
uhura.n.smith.civ@us.army.mil

## AETE Branch Chief

Mr. Scott Greene, 703-805-1229, e-mail:  
scott.greene4@us.army.mil

## AMB Assignment Officers

<https://www.hrc.army.mil/Officer/Acquisition%20Management%20Branch%20Contact%20Information>

## U.S. ARMY STUDENT DETACHMENT:

<http://www.jackson.army.mil/sites/school/pages/110/Welcome>

## HRC ARMY TWI COORDINATOR:

Mr. Joel Strout, 703-325-3138, e-mail: joel.strout@us.army.mil





# Final Thoughts

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- Make the most of this – it is up to you!
- Take advantage of opportunities
- Keep in contact with Assignment Branch about your follow-on
- Contact us if any questions/concerns/suggestions

